Commander’s Introduction

COL Frank W. Tate

WINGS 06

Who I Am

- Commissioned 1988 in Aviation Branch
  - 22 Years of active service
  - Deployed to Haiti, Bosnia, Afghanistan, Iraq
  - West Point/CGSC/SAMS/War College Graduate
  - Three Masters Degrees
- Very happily married (Beverly) – No children
- Master Aviator: UH-1, OH58A/C, OH58D, UH-60A/L
  - Commercial fixed wing rating
- Commanded C Trp 5-17 CAV, P Trp 4/2 ACR (Haiti)
- 25th Infantry Division, Chief of Plans (Bosnia)
- S-3, 1-25 Attack
- 25th AVN BDE S3 and Deputy Commander (OEF)
- Commanded 2-25, TF Diamond Head (OEF, OIF)

Who I Am

- Enthusiastic and optimistic
- Not a “screamer”
- Critical and challenging
- I accept responsibility and I expect others to do the same
- I believe in team building
- I like to have fun
- I sail, kayak, and dive in my free time
- Family is important to me (yours and mine)

How I Operate

- I love my job
- Teach, coach, mentor
- Team player / Share credit or give it all to subordinates
- I trust and believe in my subordinates
- I have an open door… 24/7
- I reserve the right to be anywhere/anytime
- Quiet professional
- I am not always right
- I rely heavily on my senior Warrant Officers
- Brigade CSM is accountable only to me. He has the same access as me

What I Expect From You

- Loyalty, dedication, and initiative
- Maintain high standards on and off duty
- Mitigate risk on and off duty
- Treat all Soldiers and civilians with dignity and respect
- Stay disciplined, motivated, and fit
- Take care of your family
- Have a positive attitude. Optimism is a force multiplier
- Build teamwork and cohesion across the Brigade
- Maintain high proficiency in individual, crew, plt, co, and battalion tasks – Day and night. Be the expert in your job
- Communicate!!! Report rapidly and accurately
- Accomplish your assigned mission

My Expectations

PVT - SPC

- Live the Warrior Ethos
- Absolute reflexive competence in your assigned duties. Know your job at your level
- Mental and Physical toughness
- A Soldier’s courtesy & bearing
- Do what is right when no one is around
- Practice making decisions and acting for the good of others, not yourself

Expectations (cont'd)

CPL - CSM

- Live the NCO Creed…and the Warrior Ethos
- Never pass a mistake…enforce standards
- Every single duty day, LOOK at each of the Soldiers you directly supervise… accept ownership, accountability and genuine CARE
- Give orders in your own name
- Model ethical behavior

Expectations (cont'd)

WO1 – CW5

- Be a leader in the air and on the ground
- Never pass a mistake…enforce standards
- Be the undisputed expert in your area. Pilots make PIC as a CW2 and push to track early
- Give orders in your own name
- Set the example -- in everything -- on and off duty; live the Warrior Ethos
- Foster unit pride and esprit

Expectations (cont'd)

LT - COL

- Clearly Define/explain standards. Explain what "right" looks like. Where there are no standards, establish them
- Spend the time…Take the time…to explain "why" to Soldiers
- *Think two levels up. Think BEYOND your organization*
- Never pass a mistake; find an NCO
- Set the example -- in everything -- on and off duty; live the Warrior Ethos
- Give orders in your own name
- Foster unit pride and esprit

My “Hot Buttons”

- Integrity – Non negotiable
- Failure to treat others with respect
- Non team players
- Negative / excuse focused people
  - Blaming failure on subordinates
- Reckless behavior – on or off duty
- Poor fitness
- Prolonged tactical/technical incompetence
- Drug and alcohol problems
- Failure to lead by example
- Failure to take care of Soldiers and families
- Lack of military bearing and professionalism

Thoughts on Safety

Accidents occur when soldiers are:

- Unsupervised
- Undisciplined
- Untrained
- Over confident
- Complacent

This is a **leadership** issue. Take care of your soldiers!! Take care of each other

The 25th Combat Aviation Brigade "Lele Makou No Na Puali"

We Fly For The Troops

- Dark of Night, Heat of Day
- Challenging Weather
- Harsh Terrain
- Hostile Territory
- Always Mitigating Risk
- With the Best Maintained Equipment in the Army

Until The Fight on the Ground Is Won!!